

Compensation and Awards

Compensation and awards, like performance appraisal, are key elements in the SIS system and provide the essential incentives for the ultimate effectiveness of the SIS system.

Initial Conversions to the New Executive Schedule Rates

- The initial conversion of the existing SG, SPS and EP-V and EP-IV positions to the SIS structure will be accomplished in accordance with the position conversion table presented below:

From		To
FUNCTIONAL LEVEL	CURRENT POSITION LEVEL	SIS POSITION LEVEL
Deputy Directors	EP-IV	SIS-6
Associate Deputy Directors Senior Staff Specialists Senior Office Heads	EP-V	SIS-5
Office Chiefs DDO Division Chiefs Senior Group and Staff Chiefs Senior Analysts Senior Operations Officers SPS-9's	GS-18	SIS-4
Deputy Office Chiefs Senior Analysts Senior Operations Officers SPS Equivalents	GS-17 and "Higher Point" GS-16's and SPS Equivalent	SIS-3
All other managers Senior Analysts Senior Operations Officers Staff Chiefs SPS Equivalents	All other GS-16's and SPS Equivalent Based on Relative Strength of the Position	SIS-2 or SIS-1

- For purposes of effecting the initial conversion of current annual salary rates for SG, SPS and EP-V and IV officers, six pay rates,